



Semi-annual Progress Report

June 2024

Report covers outcomes for the 6-month period
January 2024-July 2024.



Life Is On



Acknowledgement of Country

Schneider Electric acknowledges the Traditional Custodians of the lands, waters, and communities throughout Australia. We pay our respects to the traditions, ancient protocols, and cultural practices of Aboriginal and Torres Strait Islander peoples who have lived and cared for Country. We extend that same respect to the Elders of this land, past, present, and emerging.

At Schneider Electric, we are enriched by Aboriginal and Torres Strait Islander peoples' contribution to our organisation, and we commit to working with you to build a prosperous and inclusive Australia.



Message from our Zone President

Welcome to this semi-annual report on our progress to deliver actions under our 2024-2026, second Innovate Reconciliation Action Plan. On behalf of Schneider Electric in Australia, I am pleased to report that 36 actions have been completed or are in progress, and only 16 of the actions have not been started, yet we are confident that we will reach these milestones. Many of our actions reach across the organisation and there is a lot of work behind the scenes as we progress activities ranging from internal events and learning opportunities for our people, to delivering on-the-ground activations. It is a privilege to see the organisation rise to the challenge, working together to deliver on our public commitments to First Nations people. A critical element of our RAP is the vision to see an inclusive Australia where Aboriginal and Torres Strait Islander peoples are connected and empowered to thrive. As you read through our actions you will see how they support this important and consistent vision for Schneider Electric and reconciliation. We are grateful to the Aboriginal and Torres Strait Islander people who have been so generous with their wisdom and advice throughout this continuous

journey of understanding and progress, and we'd like to thank again all who have been involved with progressing our RAP this year – both internally and externally to Schneider.

I look forward to updating you again later in the year.

Colette

**Colette Munro,
Pacific Zone President**

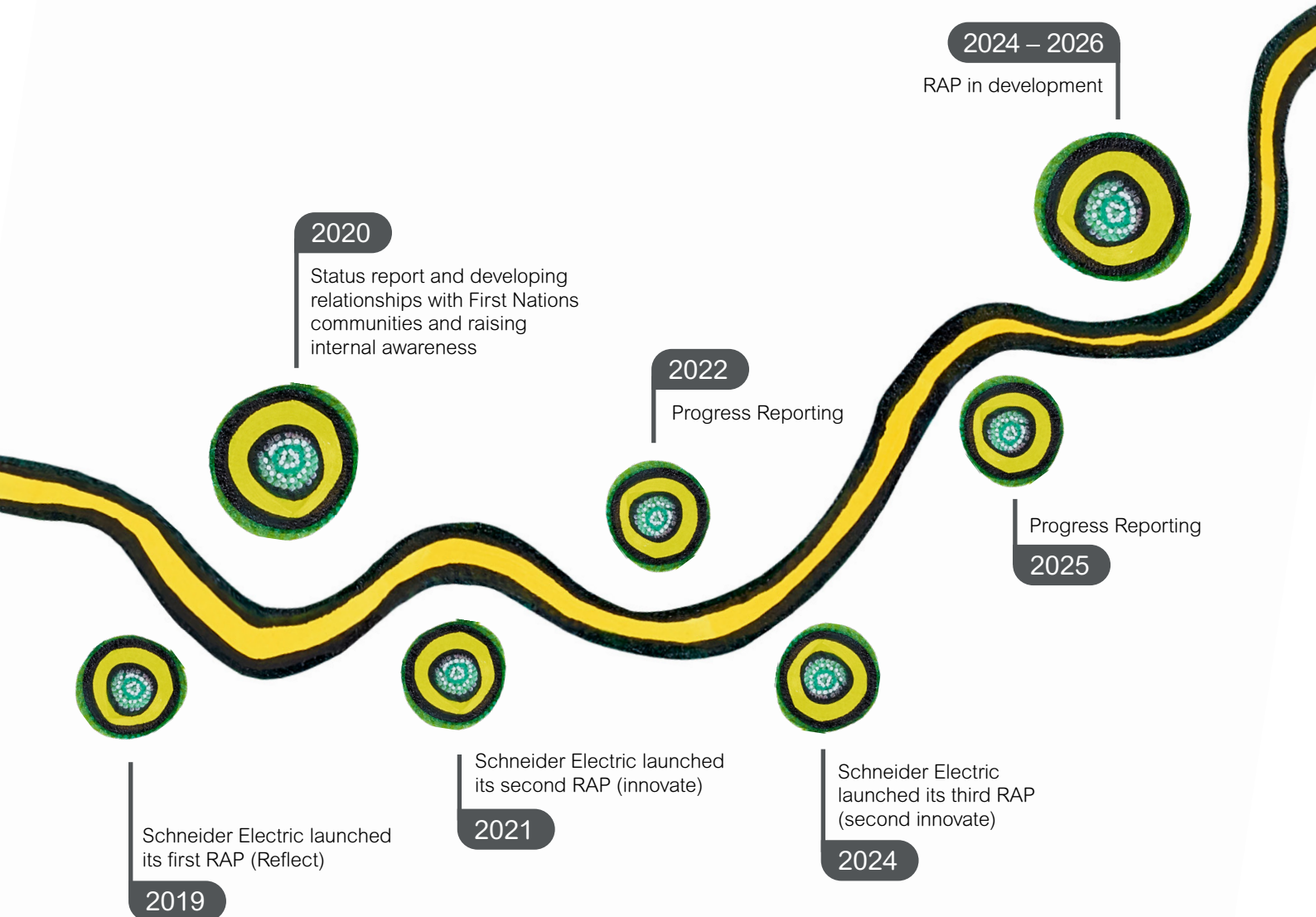


Introduction

Welcome to the latest update on our Reconciliation Action Plan (RAP) journey. As an organisation dedicated to reconciliation, we are pleased to present this progress report, highlighting our ongoing commitment to meaningful engagement with First Nations communities and advancing reconciliation. This report showcases our achievements, celebrations, challenges, and the collaborative efforts that have shaped our RAP implementation to date. We invite you to join us in reflecting on our progress and charting the course ahead.

This report covers outcomes for the 6-month period January 2024-July 2024.

Rap Progress and Milestones Snapshot



Detailed RAP Progress Report





Relationships

Over the past six months, we have been dedicated to cultivating relationships that honour the principles of reconciliation. We have embarked on a journey of engagement, collaboration, and mutual respect, guided by the values of inclusivity, and understanding. Here are some highlights of what we've been up to:

- We have actively sought opportunities to engage with First Nations communities through various programs, events, and partnerships including multiple events to acknowledge National Reconciliation Week, through to developing relationships with universities.
- In line with our commitment to economic reconciliation, we have continued to prioritise engaging First Nations suppliers and businesses in our procurement processes. By working closely with Supply Nation, we are growing our support of First Nations entrepreneurship and supplier diversity.
- Continuing to work closely with our Schneider Electric Foundation partner, ATSIMA (Aboriginal and Torres Strait Islanders Mathematics Alliance) who run camps for First Nations students to make connections between culture and STEM, and to inspire pathways towards STEM careers.





Relationships

Action	Deliverables	Timeline	Status	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	October 2024	●	Head of Social Impact
	Review Aboriginal and Torres Strait Islander Engagement Plan to ensure it supports our work with stakeholders and organisations.	February 2025	●	Head of Social Impact
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2025 May 2026	●	Head of Social Impact
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2025 27 May – 3 June 2026	●	Head of Social Impact
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025 May 2026	●	Head of Social Impact
	Organise at least one NRW event each year.	27 May – 3 June 2025 27 May – 3 June 2026	●	Head of Social Impact
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2025 May 2026	●	Head of Social Impact
	Implement strategies to engage our employees in reconciliation.	July 2025	●	Head of Social Impact
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation publicly.	July 2025 July 2026	●	Corporate Communications Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2025	●	Head of Social Impact
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	March 2025	●	Head of Social Impact
	Implement Schneider Electric's Group Anti-Discrimination Policy	December 2024	●	Vice President of Human Resources
4. Promote positive race relations through anti-discrimination strategies.	Educate senior leaders on the effects of racism.	March 2025	●	Talent and Learning Manager
	Include anti-discrimination promotion in our Diversity, Equity and Inclusion action plan	July 2025	●	DEI Council Chair
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2025	●	
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2025	●	
	Identify opportunities to collaborate/support Aboriginal and Torres Strait Islander organisations/communities in a community development project.	July 2025	●	Head of Social Impact
5. Create mutually beneficial partnerships with Aboriginal and Torres Strait Islander communities by supporting community-based projects	Commit at least 20% of the Schneider Electric Foundation funding to Aboriginal and/or Torres Strait Islander-led organisations.	July 2025	●	Head of Social Impact

Key

● Completed or on track ● Underway but needs work ● Future Project – not yet started



Respect

Over the past six months, our organisation has been dedicated to fostering a culture of respect that acknowledges the inherent dignity and worth of all individuals, particularly First Nations peoples. We recognise that respect is not merely a passive acknowledgment but an active commitment to listening, learning, and honouring diverse perspectives and experiences. Here are some highlights of what we've been up to:

- We have implemented a comprehensive review of our existing cultural competency training programs for all employees, with a desire to begin to develop a second step training module to supplement the existing training and allow employees to progress to the next step in their reconciliation journey.
- Recognising the importance of cultural protocols in First Nations communities, we have worked closely with Elders and cultural advisors to integrate respectful practices into our operations. From acknowledging traditional territories, and incorporating cultural ceremonies into our events, and working with local artists to create an First Nations artwork for our new Notting Hill site space.
- Planning to come together next month to celebrate NAIDOC week and using this as an opportunity to bring our staff together and create experiences that honour First Nations cultures and traditions.





Respect

Action	Deliverables	Timeline	Status	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	October 2025	●	Talent and Learning Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	November 2025	●	Talent and Learning Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December 2025	●	Talent and Learning Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership employees to participate in formal and structured cultural learning.	March 2025	●	Talent and Learning Manager
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2025	●	Head of Social Impact
	Raise awareness and understanding of our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2025	●	Corporate Communications Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December 2024 December 2025	●	Event and Experience Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2024 December 2025	●	Corporate Communications Manager
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2025 July 2026	●	Head of Social Impact
	Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	December 2025	●	Head of Social Impact
	Promote and encourage participation in external NAIDOC events to all employees.	June 2025 June 2026	●	Head of Social Impact
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories in our offices.	Consider ways we can incorporate Aboriginal and Torres Strait Islander artwork into our offices and other design items including customer facing items	July 2025	●	Head of Social Impact
	Maintain Acknowledgement of Country signage in each of our offices	August 2025 October 2026	●	OurSites leaders
	Include appropriate cultural protocols (such as Welcome to Country) are included in any new office openings.	October 2026	●	Head of Communications Further

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Opportunities

Here we explore the various opportunities that have emerged because of our commitment to reconciliation. Embracing reconciliation is a strategic opportunity to drive positive change, foster innovation, and create shared value for our organisation and First Nations communities. Over the past six months, we have actively pursued these opportunities, leveraging our resources, expertise, and relationships to make meaningful contributions towards reconciliation.





Opportunities

Action	Deliverables	Timeline	Status	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	November 2024	●	HR Project team leader
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy.	March 2024	●	HR Project team leader
	Further develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2025	●	HR Project team leader
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2024	●	Head of Talent Acquisition
	Increase the percentage of Aboriginal and Torres Strait Islander employees employed in our workforce.	June 2025	●	Head of Talent Acquisition
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review Aboriginal and Torres Strait Islander procurement strategy to ensure it is effectively guiding our activities.	October 2025	●	Procurement project team leader
	Maintain Supply Nation membership and participate in training, development and networking opportunities provided by Supply Nation	August 2024 August 2025	●	Procurement project team leader
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	September 2025 September 2026	●	Procurement project team leader
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2024 December 2025	●	Procurement project team leader
	Explore ways to provide guidance within our digital procurement tools to help staff procuring goods to identify First Nations suppliers	July 2024	●	Procurement project team leader

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Governance

Governance serves as the framework through which we operationalise our commitment to reconciliation, ensuring accountability, transparency, and ethical decision-making at all levels. Over the past six months, we have actively worked to strengthen our governance structures, policies, and processes to better support the implementation of our reconciliation initiatives.

Some examples of what we have achieved within our governance framework include:

- Creation of a passionate and diverse working group of individuals from across the business who are committed to help lead the Reconciliation journey at Schneider Electric and ensure integrity at every step of the way.
- Working across the business to establish ways we can more accurately measure and report on our spend with First Nations businesses and develop ways to be able to prioritise and grow this.
- Investigating a possible process to highlight First Nations business and suppliers throughout the business.

By strengthening our governance framework and processes, we aim to foster a culture of trust, inclusivity, and accountability that supports the successful implementation of our reconciliation commitments.





Governance and tracking progress

Action	Deliverables	Timeline	Status	Responsibility	
12. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2024 June 2025	●	RWG Chair	
	Maintain Terms of Reference for the RWG.	September 2023	●	RWG Chair	
	Meet monthly to drive and monitor RAP implementation.	April 2025	●	RWG Chair	
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2024	●	RWG Chair	
	Engage our senior leaders and other employees in the delivery of RAP commitments.	May 2025	●	Executive Champion	
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2024 June 2025	●	RWG Chair	
	Maintain an internal RAP Champion from senior management.	May 2024	●	Vice President of Human Resources	
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024 30 September 2025	●	RAP WG Chair	
	Report RAP progress to senior leaders quarterly.	June 2024 September 2024 December 2024 March 2025 June 2025 September 2024 December 2024 March 2025	●	RAP WG Chair	
	Publicly report our RAP achievements, challenges and learnings, annually.	June 2024 June 2025	●	RAP WG Chair	
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	●	RAP WG Chair	
	Report RAP Progress to all employees annually	May 2024 May 2025	●	RAP WG Chair	
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	June 2024 June 2025	●	RAP WG Chair	
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2024 August 2025	●	RAP WG Chair	
	15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2026	●	Head of Social Impact

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Learn more at:
se.com/au/reconciliation

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